



**WISCONSIN DEPARTMENT OF
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Well Wisconsin

Responses to Policy Related Common Questions

- 1) *A spouse/domestic partner on your state health insurance plan may participate in the wellness assessment. Adult children 18 years and older may no longer participate in the program.*

Response:

Effective January 1, 2016, adult children will no longer be eligible for the Well Wisconsin Incentive program. The incentive will continue to be available for active employees and retirees participating in the State of Wisconsin Group Health Insurance Program and their enrolled spouse/domestic partner. This is the result of the Equal Employment Opportunity Commission's (EEOC) recent ruling on the applicability of Genetic Information Nondiscrimination Act (GINA) to employee wellness programs and the proposed rule amending GINA to allow spouse participation.

Approval for an employee's spouse/domestic partner to visit the employee's work site to participate in the Wellness Assessment is at the discretion of the agency appointing authority. Please be sure to get prior approval before scheduling such visits.

- 2) *Time spent taking your Wellness Assessment at a state-sponsored health fair or wellness event will be without loss of pay. Please be sure to get prior approval from your supervisor to attend.*

Response:

If you take the Wellness Assessment during your regularly scheduled work time, with prior approval from your supervisor, you may attend without loss of pay.

For example, employees who normally work second or third shift and come in during first shift to complete the assessment will not be on paid time. In addition, time spent taking the assessment will not count towards the calculation of overtime.

- 3) *Important Note: Your health insurance provider will continue to provide you the same insurance coverage following your wellness results. Your insurance provider or physician may offer options, such as tobacco cessation, fitness club discounts, and alternative medicine therapies.*

Response:

Partaking in Well Wisconsin is voluntary. Employees will not be penalized for non-participation nor will they be pressured or coerced into participating in various programs.